

Greek Orthodox Archdiocese of America

The Clergy Compensation Plan Guidelines for 2016

In accordance with the *Uniform Parish Regulations* of the Archdiocese, the annual compensation package for the year 2016 includes: (A) Salary and Housing Allowance, and (B) Benefits, as outlined below.

A. SALARY and HOUSING ALLOWANCE

<u>YEARS OF SERVICE</u>	<u>REMUNERATION RANGE</u>
Up to 5 years	\$ 51,120 - \$ 69,240
6 – 10 years	\$ 69,240 - \$ 77,126
11 – 15 years	\$ 77,136 - \$ 88,416
16 – 20 years	\$ 88,416 - \$ 98,280
21 – 25 years	\$ 98,280 - \$105,240
26 – 30 years	\$105,240 - \$111,984
31 – 35 years	\$111,984 - \$118,464
Over 35 years	\$118,464 - \$125,040

NOTES

- a) It is suggested that the annual minimum increase in a clergyman's remuneration include an annual cost of living increase beginning January 1st of each year.
- b) When using these remuneration ranges, the Parish Council should consider the size of the parish and factor the relative cost of living for its specific geographic area.
- c) In the event a parish provides "housing" by making available a parish owned home, then an equitable and reasonable "deduction adjustment" should be made from the Salary and Housing Allowance figures above, based on the local fair market rental value of the home being provided.
- d) Any exception to the Clergy Compensation Plan Guidelines must be approved by the clergyman's Hierarchy.

B. BENEFITS

In addition to the above, the parish must provide:

- 1) An **automobile** (which the parish purchases or leases) for use by the Priest, with all related expenses paid by the parish.
- 2) **Social Security/Medicare taxes** (FICA/SECA) equal to the maximum self-employment Social Security/Medicare tax each year, currently 15.3% of Salary, the Housing Allowance (or rental value of a parish home), and payments for Social Security/Medicare taxes (which becomes taxable income).
- 3) The monthly health insurance premium for the Archdiocese-sponsored and approved **Orthodox Health Plan**, either single or family coverage, as appropriate. All clergymen of the Archdiocese **are required** to participate in the Orthodox Health Plan (OHP).
- 4) A minimum annual **vacation** of fifteen days (2 weeks), to a maximum of five (5) weeks (35 Days), taking into consideration the clergyman's cumulative years of service to the Archdiocese.
- 5) **Expenses** for attending District/Metropolis Clergy-Laity Assemblies and Retreats, the Biennial Clergy-Laity Congress, Clergy Continuing Education Programs, and the Archdiocese Presbyters Council Retreat.
- 6) A three (3) month **sabbatical** leave for each six (6) years of service with the same parish.

The Priest is personally responsible for contributing 3 ½ % or 5 % of his monthly pension eligible earnings to fund his Pension Benefit.

For the year 2016, the maximum contribution amount is \$5,040 (3 ½%) or \$7,200 (5%) based on the maximum Remuneration plus Social Security/Medicare taxes.

For Pension Plan purposes, "monthly earnings" is defined as Salary and Housing Allowance, plus Social Security/Medicare taxes (FICA/SECA).

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SPECIAL NOTATION

All parishes are obligated to pay the monthly Archdiocese Benefits Contribution, which for the year **2016 is \$600**. This includes parishes without a full-time priest. Those parishes with more than one clergyman are required to pay \$600. for each assigned clergyman. The Archdiocese Benefits Contribution is a critical part of the funding for the Archdiocese Benefits Program, which includes the Pension, Disability, Life Insurance, and Clergy Assistance Programs. The Archdiocese Benefits Contribution is not a part of a priest's remuneration package.

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Funding for the Archdiocese Benefits Program – Year 2016

Funding for the Archdiocese Benefits Program has these sources:

1. **Personal pension contributions** from participating clergy and lay employees equal to 3½ % or 5 % of earnings. This contribution is credited to the specific participant's account, earns interest, and is reported separately on the individual's annual Retirement Plan Benefits Statement provided in the summer of each year for the previous year.
2. **Archdiocese contributions** comprised of the following:
 - a) A monthly contribution, **\$600 in the year 2016**, for each assigned priest. The parish contribution is payable even when a parish does not have a permanently assigned priest.
 - b) A monthly contribution, **\$600 in the year 2016**, for each participating priest and layperson employed by the Archdiocese, a Metropolis, or other participating Institution of the Archdiocese.

It is important to note that the Archdiocese, Parish, and Institution monthly Benefits Contributions (**\$600 for 2016**) are not priest or employee specific. Therefore, they are not credited to the participant's account. Rather, they are credited to the general Benefits Fund, which, in addition to supporting the pension plan, provides the other important benefits included in the Archdiocese Benefits Program at no cost to the participant. This includes the Life Insurance Benefit, the Long Term Disability Benefit, and the Confidential Assistance Program, to name three.

The Benefits Fund also provides assistance to clergy and their families as it also sustains the Archdiocese Benefits Office.

In instances where the monthly parish contribution is a demonstrable hardship, as in the case of new parishes, the parish should approach its Chancellor and request that he petition the Archdiocese Benefits Committee on its behalf for relief.